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The Federal Reclassification Act

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IN the very closing hours of Congress the unexpected happened and the long sought salary reclassification bill was enacted into law. Sometimes last minute legislative spurts work out badly, but in this case the law seems to be a very good one. The act as passed is essentially the Sterling-Lehlbach bill, which in turn was firmly based on the report of the Joint Congressional Commission on Reclassification made to Congress on March 12, 1920. In order to take advantage of the work already done by the Bureau of Efficiency the act provides that as nearly as practicable the classification work already done by it pursuant to executive order should be followed. The clerical, administrative and fiscal service features of the law are largely based on the Bureau of Efficiency's classification.

There is one disappointing feature. The salary readjustments do not take effect until July 1, 1924. This postponement was introduced by the House of Representatives, which had passed the bill thirteen months before it was brought up in the Senate. The leaders objected to having a very much altered bill brought back to them at the last minute and only consented to permit a conference agreement to be passed on condition of postponing the operation of the law, so that there would be ample time in which to accomplish more deliberately and so perhaps more equitably the complicated task of allocating the 65,000 or more government positions in Washington.

PERSONNEL CLASSIFICATION BOARD

This new law, which has been pronounced the most important piece of constructive legislation affecting government personnel since the civil service law of 1883, is entitled "The Classification Act of 1923." It establishes a Personnel Classification Board, composed of the Director of the Budget Bureau or his alternate, who shall be chairman, a member of the Civil Service Commission (or alternate) and the Chief of the Bureau of Efficiency (or alternate). The act provides for the classification of civilian posi-

tions in the Federal and District of Columbia governments in Washington and instructs the board to apply the same principles in making a classification survey of the field service, that is of federal employes outside of Washington and to report the same to Congress at the next session. The classification applies to all librarians in Washington, except those under the District of Columbia Board of Education.

It is too soon to know exactly how the law will in its actual administration affect librarians. Since they are all grossly underpaid it is bound to help them some, probably a good deal. It should of course place them in appropriate grades in the professional and scientific and sub-professional services, alongside of other professional, scientific and technical classes requiring the same standards of education and having the same responsibilities. At this writing nothing is in evidence that this will not happen.

The following summary of the law, in its principal administrative aspects and of the services in which library workers will fall, is given in large part in the language of the act itself:

ADMINISTRATIVE FEATURES

The classification is a functional plan, a classification by duties, as distinguished from a classification by salary grades. When it goes into effect on July 1, 1924, all statutory salaries will be superseded by the compensation schedules to which positions are allocated.

The Personnel Classification Board is required to provide for ascertaining and recording the duties of positions and the qualifications of incumbents, and to prepare and publish a statement giving (1) the duties and responsibilities involved in the classes to be established within the several grades, illustrated where necessary by examples of typical tasks (2) the minimum qualifications required for the satisfactory performance of such duties and tasks and (3) the titles given to such classes. The board may from time to time designate additional classes

within the several grades and may combine, divide, alter or abolish existing classes.

Increases in compensation are to be allowed upon the attainment and maintenance of appropriate efficiency ratings. Efficiency rating systems are to be subject to review and revision by the Personnel Classification Board and efficiency records are to be accessible to the employee concerned. Such efficiency records will show grounds for promotion, for continuance at the existing rate of compensation, for demotion or for dismissal.

The law provides that "in determining the rate of compensation which an employee shall receive, the principle of equal compensation for equal work, irrespective of sex shall be followed."

The head of each department is required to allocate all positions in his department to their appropriate grades in the compensation schedules and to fix their salaries. This he does after consultation with the board and in accordance with a uniform procedure prescribed by it. Such allocations will then be reviewed and may be revised by the board and become final upon the approval of the board.

The law provides that all new appointments shall be made at the minimum rate of the grade to which the position is allocated and that for the initial allocations all persons shall be assigned to the minimum unless their salaries happen to be above the minimum, in which case they are to be paid at the intermediate rate next above their present salary, plus the war bonus.

The compensation schedules include five services: (1) Professional and scientific, (2) Subprofessional, (3) Clerical, Administrative and Fiscal, (4) Custodial and (5) Clerical-Mechanical. Engineers and janitors will naturally fall in the Custodial service; secretaries, stenographers and clerks in the Clerical, etc.; and it is assumed that library workers will fall in the Professional and Scientific and the Subprofessional services.

PROFESSIONAL AND SCIENTIFIC SERVICE

The Professional and Scientific Service is divided into seven grades. It "shall include all classes of positions the duties of which are to perform routine, advisory, administrative, or research work which is based upon the established principles of a profession or science, and which requires professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing."

Grade 1, the junior professional grade "shall include all classes of positions the duties of which are to perform, under immediate supervision, simple and elementary work requiring professional, scientific, or technical training . . . but little or no experience." Annual rates

of compensation: \$1,860, \$1,920, \$2,000, \$2,100, \$2,200, \$2,300, and \$2,400.

Grade 2, the assistant professional grade, "shall include all classes of positions the duties of which are to perform, under immediate or general supervision, individually or with a small number of subordinates, work requiring professional, scientific, or technical training . . . previous experience, and, to a limited extent, the exercise of independent judgment." Rates of compensation: \$2,400, \$2,500, \$2,600, \$2,700, \$2,800, \$2,900, and \$3,000.

Grade 3, the associate professional grade, "shall include all classes of positions the duties of which are to perform, individually or with a small number of trained assistants, under general supervision but with considerable latitude for the exercise of independent judgment, responsible work requiring extended professional, scientific, or technical training and considerable previous experience." Rates: \$3,000, \$3,100, \$3,200, \$3,300, \$3,400, \$3,500, and \$3,600.

Grade 4, the full professional grade, "shall include all classes of positions the duties of which are to perform, under general administrative supervision, important specialized work requiring extended professional, scientific, or technical training and experience, the exercise of independent judgment, and the assumption of responsibility for results, or for the administration of a small scientific or technical organization." Rates: \$3,800, \$4,000, \$4,200, \$4,400, \$4,600, \$4,800 and \$5,000, unless a higher rate is specifically authorized by law.

Grade 5, the senior professional grade, "shall include all classes of positions the duties of which are to act as assistant head of a large professional or scientific organization, or to act as administrative head of a major subdivision of such an organization, or to act as head of a small professional or scientific organization, or to serve as consulting specialist, or independently to plan, organize, and conduct investigations in original research or development work in a professional, scientific, or technical field." Rates: \$5,200, \$5,400, \$5,600, \$5,800, and \$6,000, unless a higher rate is specifically authorized by law.

Grade 6, the chief professional grade, "shall include all classes of positions the duties of which are to act as the scientific and administrative head of a major professional or scientific bureau, or as professional consultant to a department head or a commission or board dealing with professional, scientific, or technical problems." Rates: \$6,000, \$6,500, \$7,000, and \$7,500, unless a higher rate is specifically authorized by law.

Grade 7, the special professional grade, "shall include all classes of positions the duties and requirements of which are more responsible and exacting than those described in grade six." Rates: \$7,500, unless a higher rate is specifically authorized by law.

SUBPROFESSIONAL SERVICE

Undoubtedly all of the junior assistants in the libraries affected (except those assigned to the clerical service) will fall in the subprofessional grades, probably in grades 2, 3 and 4. The specifications and salaries of the first four grades are therefore given.

The law provides that the Subprofessional Service "shall include all classes of positions the duties of which are to perform work which is incident, subordinate, or preparatory to the work required of employees holding positions in the professional and scientific service, and which requires or involves professional, scientific, or technical training of any degree, inferior

to that represented by graduation from a college or university of recognized standing."

Grade 1, the minor subprofessional grade, "shall include all classes of positions the duties of which are to perform, under immediate supervision, the simplest routine work in a professional, scientific, or technical organization." Rates: \$900, \$960, \$1,020, \$1,080, \$1,140, \$1,200, and \$1,260.

Grade 2, the under-subprofessional grade, "shall include all classes of positions the duties of which are to perform, under immediate supervision, assigned subordinate work of a professional, scientific, or technical character, requiring limited training or experience but not the exercise of independent judgment." Rates: \$1,140, \$1,200, \$1,260, \$1,320, \$1,380, \$1,440, and \$1,500.

Grade 3, the junior subprofessional grade, "shall include all classes of positions the duties of which are to perform, under immediate supervision, subordinate work of a professional, scientific, or technical character, requiring considerable training or experience, but not the exercise of independent judgment." Rates: \$1,320, \$1,380, \$1,440, \$1,500, \$1,560, \$1,620, and \$1,680.

Grade 4, the assistant subprofessional grade, "shall include all classes of positions the duties of which are to perform, under immediate supervision, subordinate work of a professional, scientific, or technical character requiring considerable training or experience, and, to a limited extent, the exercise of independent judgment." Rates: \$1,500, \$1,560, \$1,620, \$1,680, \$1,740, \$1,800, and \$1,860.

HISTORY AND FUTURE

The passage of this law represents five years of devoted work on the part of a multitude of workers. In the end it would probably not have been secured from the last Congress had not President Harding exerted his influence to end the deadlock and secure the passage of a com-

promise measure. In Congress great credit is due to the Chairmen of the Committees on Civil Service, Senator Thomas Sterling of South Dakota and Representative Frederick R. Lehlbach of New Jersey, and to Senator Reed Smoot of Utah, chairman of a subcommittee of the Senate Committee on Appropriations, to which the bill was also referred. Outside of Congress a big factor in perfecting the legislation has been Mr. Lewis Meriam, who representing the Institute for Government Research, has devoted all of his time for several years to work in an advisory capacity with Senator Sterling. Mr. Herbert D. Brown, Chief of the Bureau of Efficiency, was Senator Smoot's advisor. Without the devoted, persistent, unwearying efforts of the National Federation of Federal Employees, under the skillful leadership of its president, Mr. Luther R. Steward, the law would probably not now be on the statute books. In order that this may not be taken as a personal opinion, attention is called to an editorial in the *Philadelphia Public Ledger* of March 6 in which full credit was given to this non-striking labor union of civil servants for securing the enactment of this law.

The public announcements made by the Personnel Classification Board and the addresses given by its members have inspired confidence in the board and give promise of a broad-spirited interpretation and administration of the act.

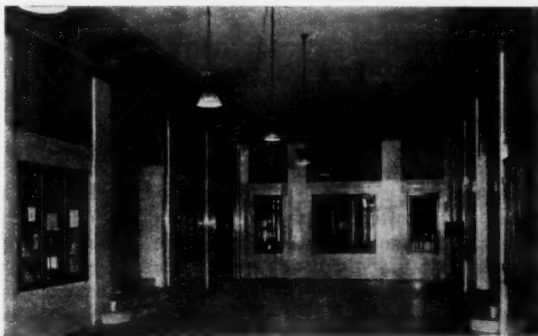
A Glimpse into a Library Workshop

A UNIVERSITY library functions as a depository of books that are used mainly for research. As a storehouse for recondite source material it would be a comparatively simple thing to manage. But the treasures are to be instantly accessible to all who are qualified to use them.

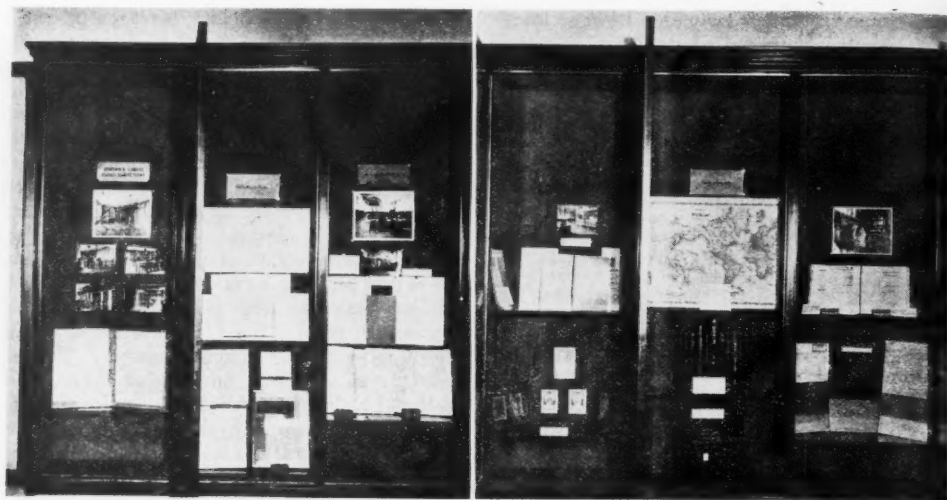
Now it is notorious that this material is rather difficult to procure, and just as difficult to sort and to handle. Scholars are often exasperatingly

indifferent to the need of making their contributions to science readable and convenient, and would-be scholars have to chop thru veritable jungles of obstructions before they can lay hand on the authenticated facts that are wanted. These disciples of truth manage to hide their names, the titles, the places of publication, the dates in a hundred ways; they can mystify the reader with queer pagination and pedantic divisions and grotesque subheadings

THE ENTRANCE HALL
OF THE UNIVERSITY OF
MICHIGAN LIBRARY
SHOWING THE POSITION
OF THE WALL CASES
WHICH ARE BUILT INTO
THE WALL.



MOST OF THE CASES
ARE LITTLE MORE THAN
NINE INCHES DEEP SO
THAT THEY ARE BEST
SUITED TO THE EXHIBI-
TION OF CHARTS,
PHOTOGRAPHS AND THE
SMALLER BOOKS.



GROUPS TO THE LEFT ILLUSTRATE THE WORK OF DEPARTMENT AND SOME OF THE DEPARTMENTAL READING ROOMS. TO THE RIGHT THE ORDER DEPARTMENT'S TOOLS AND AGENCIES

and footnotes and addenda and revisions of revisions; they give abundant evidence that language is a fine medium for hiding thought, even as Talleyrand suggested.

Consequently there is great need to instruct the public as to the machinery that is required to put order into this mess and to make a library an attractive convenience rather than a forbidding horror.

Besides, many of the patrons of a University library are novices and it requires some agility of mind to get the most out of the immense battery of trays that confronts the seeker after knowledge: the best card catalog in the world will fail where this mental alertness on the part of the student is lacking.

It was with a view to acquainting its constituency with the plant that the University of Michigan Library arranged an exhibit in its main building, to show how it works and how it should be used, and to give an idea of the resources that go to the making of an effective modern library.

This exhibit supplements, after a fashion, the effort made every year to familiarize the student body with the library by means of "personally conducted" tours in which members of the staff escort groups thru the stacks and the workrooms, and explain the treasures in their keeping and show how the wheels go round.

The exhibit comprised seven sections, furnished and arranged by the different departments of the library. In the nature of the case some things (cards, catalogs, circulars) are a bit too prosy to catch the public eye; but that

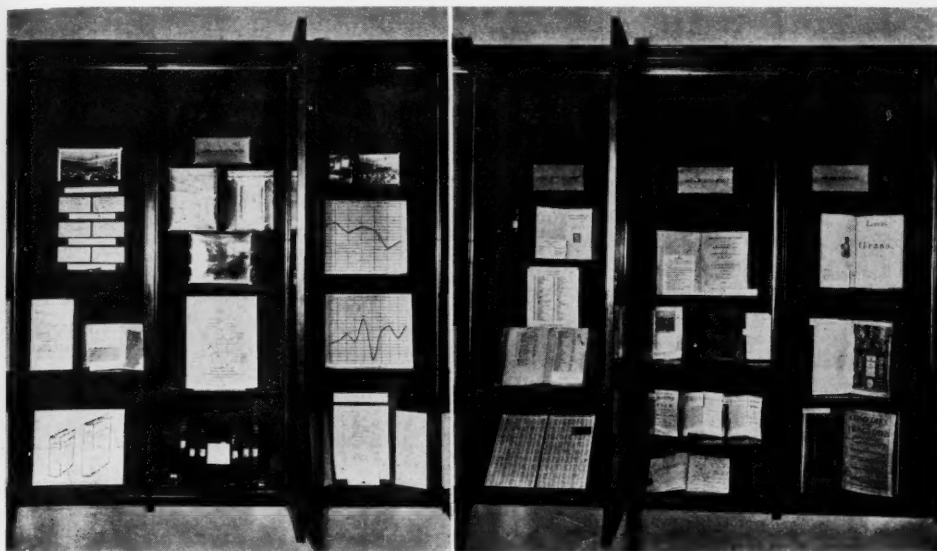
difficulty simply stimulated the effort to eke out the deficiency by means of workmanlike mountings, chartings, and striking groupings.

The following synopsis will give some idea of the sort of material used for display.

Order Department: An annotated map showing agencies of the University library scattered all over the earth, from Shanghai to Edinburgh. Samples of auction catalogs. Various bookplates, mounted. Samples of University publications offered to other universities and learned societies by way of exchange. A Publishers' Trade List Annual as a specimen of the tools used in ordering books. Sample showing method of accessioning and recording the history of each volume received. Forms used: vouchers, filing cards, order cards.

Classification and Rare Book Case: Analysis of a typical book number. Classification outline of the modified Dewey system employed. A volume of Dewey showing the decimal classification, and a Cutter table marked to explain how a book is assigned its proper place. A Wordsworth dated 1793. A Kelmscott Press volume. First edition of "Paradise Regained." The copy of *Leaves of Grass* which Whitman sent to Emerson. First folio of Ben Jonson.

Catalog Department: Graph of books cataloged and of cards prepared. Information about the various catalogs of the library, public, official, shelf-list, check-list, etc. Typical cards from other libraries for the union catalog, Harvard, John Crerar, Library of Congress, etc. Cards illustrating the intricacies encountered in fully cataloging a sample volume, giving a peep



CIRCULATION, CLASSIFICATION AND RARE BOOK DEPARTMENT EXHIBITS

into the mysteries of "analytics" and "series," all duly mounted. Samples of cards employed before the standard size was adopted. A book entirely cataloged, no printed cards available; information supplied from outside sources. A set of thirteen cards for the public catalog alone being shown.

Reference Department: Typical reference questions from the different departmental libraries. Index cards for current magazine material. Sample of a five year periodical entry card, with bindery record. Contents of a clipping file. Map showing cities from which periodicals are received. Sample of request for an inter-library loan. A bibliography prepared by the staff. Sources of information on current medical and on agricultural topics.

Circulation Department: Illustration of the right and the wrong way of filling out call slips. Diagram giving a key to the reading of a Library of Congress card. Chart showing growth of circulation. A diagram of the circulation system, indicating the many places where a book must be looked for before being reported missing—a hint to impatient readers who get restive when the desired volume is not instantly found on the fourteen miles of shelves, scattered in seventeen rooms! Curves of average circulation by days and by months. Selected monthly book-lists on various subjects.

Library Extension: Maps with colored pins recording the postoffices to which material has been sent since July 1st, and location of the schools which are members of the State High

School Debating League for the current year. University bulletins which describe the work of this department. Information sent out: lists of plays; lists of subjects for debate and study. Sample letter of application for material, with answer. Record cards. List of sources from which pamphlet material is gathered. Specimen parcels (books, circulars, etc.).

Bindery: Specimen of the first book on which gold was used to letter on cloth. Sheets of gold. Models to teach the different methods of sewing, trimming, backing, rounding, and lining up. Cover papers, cloth, and other bindery material. Many-hued leathers. Samples of bindings: moroccos, pigskin, calf, vellum, cloth, paper—a most colorful display.

Each separate exhibit is reinforced by means of numerous clearcut photographs taken by a good photographer.

The results have been very gratifying. A large staff cannot keep in touch with all parts of the plant; specialized work in one department means lack of familiarity with the specialized work in another department. By studying the exhibit the members of the staff have learned a lot, learned, among other things, to respect the painstaking and arduous work done in departments not their own.

EDWARD H. EPPENS.

Ann Arbor, Mich.

The War Department has recently turned over to the Veterans' Bureau approximately 100,000 surplus library books for use in the Veterans' Bureau libraries and schools.

The American Federation of Labor*

A READING LIST COMPILED BY DAVID J. SAPOSS, INSTRUCTOR AT THE BROOKWOOD WORKERS COLLEGE

THERE are few good books on the American Federation of Labor or any other phase of the trade-union movement. Those who have written about labor have been either too near to it or too far from it. The Federation is described by those in its official family who are too preoccupied in conducting the affairs of the organization to write a comprehensive and scholarly book. On the other hand, it is described by academic writers who conscientiously study documents and pile up facts, but who usually lack the necessary contact to get the "feel" of the movement. The closest they come to the movement is to interview leaders who are generally on their guard.

The volumes here given are the best so far produced. There is need of a good pamphlet of about forty-eight pages on the American Federation of Labor, written by a person of scholarship and imagination, and in a simple and attractive style. The story and its lessons should be made available so that the unionists of today can profit by the third of a century of experiment and struggle thru which the American Federation of Labor has passed.

Adams, T. S. and H. L. Sumner. Labor problems; a text-book. Macmillan. 1905. 579 p.

History of Trade Unions, p. 215-28. From preface: "The principal aim of this book is to furnish a convenient collection of facts that will facilitate the study and teaching of the American labor problems. Where it was necessary we have sacrificed both interest and general social philosophy in order to present concrete facts. We believe that the gravest differences of opinion about the labor problem and the most dangerous misapprehensions are caused by the failure to view the problem broadly, to consider its many phases and ramifications. The labor problem is greater than the problem of industrial peace. Impelled by this conviction we have preferred to cover a broad field imperfectly rather than a narrow field in detail."

Aldrich, M. A. American Federation of Labor. (In American Economic Association. Economic studies. v. 3, no. 4, Aug. 1898).

American Federation of Labor. History, encyclopedia, reference book. Washington, D. C. 1919. 514 p.

An official account of the A. F. of L. with an encyclopedia of labor problems, policies and historical incidents made of quotations from convention proceedings and the *American Federationist*.

—Report of Proceedings of the Annual Convention. Washington. 1881-date.

American Labor Yearbook. New York: Rand School of Social Science. v. 1—date. 1916—date.

An annual review giving a condensed review of the A. F. of L. conventions and accounts of the activities of various internationals.

Barnett, G. E. Dominance of the national union in American labor organizations. (In *Quarterly Journal of Economics*. v. 27, p. 455-81, May, 1913). Reprinted in J. R. Commons' *Trade Unionism and Labor Problems*, 2d series. 1921. p. 386-405.

Traces relation of central labor bodies to the national unions and the American Federation of Labor.

Beard, Mary. Short history of the American labor movement. New York: Workers Education Bureau of America. c 1920.

Rise of the American Federation of Labor, p. 86-102. American Federation and politics, p. 103-112.

"Mrs. Beard's book could hardly be better, as a readable and brief summary. She has relied upon Commons' history, yet her work is much more useful than an undigested abstract because she has regrouped the essential facts under a scheme more suitable to a short book than the plan of the two-volume history would be."—GEORGE SOULE in the *Nation*, v. 111, p. 17-8, July 3, 1920.

"Mrs. Beard's outline of trade union history is by far the most satisfactory text-book on the subject which I have yet had the privilege of reading. It is an invaluable book."

JOHN P. FREY, Editor, "Moulders' Journal."

Canada Department of Labor. Annual report of labor organization in Canada. Ottawa.

v. 3, p. 22-7. 1914; v. 4, p. 46-52. 1914; v. 5, p. 42-9. 1915.

Carlton, F. T. History and problems of organized labor; rev. ed. Heath. 1920. 559 p.

The section on the A. F. of L. covers only a few pages. Most of the book is taken up with studies such as policies of labor organizations, strikes and boycotts, wages, co-operation, trade agreements, labor law, immigration, child labor, women in industry and unemployment. Readable, and one of the best for the student interested in a review of most labor problems in a single volume. The aim expressed in the preface is "to analyze the chief problems which directly or indirectly affect the labor organizations of the present decade and to evaluate the functions of organized labor in the industrial and political world."

—Organized labor in American history. Appleton. 1920. 135 p.

Deals chiefly with the political aspirations of labor. The book "is by no means so well knit as Mrs. Beard's. It is rather a collection of articles, the first one alone being a highly condensed history. The others deal in a more discursive fashion with labor's part in the adoption and interpretation of the Constitution, in establishing the free school, in land reform and in more recent activities. In general they

* This reading list is one of a series being prepared for labor college classes by the Workers' Education Bureau of America.

are enlightened, and represent the newer and more generous attitude of liberal economists toward the aspirations of labor."—GEORGE SOULE in the *Nation*, v. 111, p. 17-8, July 3, 1920.

Carroll, M. R. *Labor and politics*. Boston: Houghton. 1922.

Commons, J. R. *Tendencies in trade-union development in the United States*. (In International Labour Office. *International Labour Review*. Geneva. v. 5, p. 856-87. June, 1922.)

An excellent condensed review bringing labor history up to date.

—Trade unionism and labor problems, 1st series. Ginn. c 1905. 628 p.

Very little on the A. F. of L. but much on its policies and problems, mostly the careful studies of university men. There are papers on individual A. F. of L. unions such as the United Mine Workers of America, teamsters, building trades, printers and cigar makers unions.

—Trade unionism and labor problems, 2nd series. Ginn. c 1921. 878 p.

A series of reprints chiefly from economic journals. Part four includes a dozen papers on labor unions. The A. F. of L. reconstruction program given, p. 562-78. Commons says of this: "The essentially conservative program of the American Federation of Labor is brought out in Chapter XXXV and should be compared with the program of the British Labor Party." Introd. p. 12.

Commons, J. R. and others. *History of labour in the United States*. Macmillan. 1918. 2 v. v. 1, 623 p.; v. 2, 620 p.

A detailed, painstaking history written by one of the foremost students of the labor movement and his fellow-workers.

"We are apt to forget that the American labor movement cannot be understood unless we know its origin and history, and that its history (that of the organizations preceding the A. F. of L.) reaches back almost to the foundation of the republic. This is in part the fault of American scholars, who left us without an adequate history until the publication, in 1918, of a History of Labor in the United States by John R. Commons and his associates. That scholarly two-volume work made an excellent beginning, but it is perhaps a little forbidding (1243 pages) to the general reader. Certainly there was need for a smaller and more compact summary for schools. Education cannot be regarded as complete while students are given Macaulay and left in ignorance of the background of trade unions in the United States. For union classes and labor colleges also a short book is indispensable. Mary Beard's history is recommended." GEORGE SOULE in the *Nation*, v. 111, p. 17-8, July 3, 1920.

Gompers, Samuel. *American labor and the war*. Doran. c 1919. 377 p.

"There are collected in this volume the principal addresses delivered by Mr. Gompers during the period of the great war." Preface p. 1.

—American labor movement; its make-up, achievements, and aspirations. Washington. 1914? 40 p.

"This pamphlet contains an abstract of the testimony of the American Federation of Labor before the United States Commission on Industrial Relations in New York, May 21-23, 1914." Foreword, p. 3.

—Labor and the common welfare. Dutton. 1920. 331 p.

Compilation from official reports of the A. F. of L. conventions, articles in *American Federationist*, testimony before congressional committees, public addresses of President Gompers, and other documents. The selections include data from the earliest reports of the Federation. The material is presented under classified headings and is generally presented in chronological order. "Fortunately Mr. Gompers is unusually gifted in expression due in part, no doubt, to unusual clarity of thought." *Survey*, v. 44, p. 89, April 10, 1920.

Groat, G. G. *Introduction to the study of organized labor in America*. Macmillan. 1916. 494 p.

American Federation of Labor, p. 82-99. The book also includes collective bargaining, political activity of labor and industrial unionism. "The American Federation of Labor, though admittedly not without its weak points, stands today as the most powerful organization that American workingmen have been able to create; a product of experiment, failure and determined effort of the past. It compares favorably with organizations in other countries. It sums up for labor organizations the lessons of history." p. 99.

Hollander, J. H. and G. E. Barnett, eds. *Studies in trade unionism*. Holt. 1906. 380 p.

William Kirk, "Knights of Labor and the American Federation of Labor" p. 351-80. The volume is a collection of university studies of labor. The article by Kirk is a careful inquiry into the relations of the A. F. of L. and Knights of Labor up to the year 1905.

Hoxie, R. F. *Trade unionism in the United States*. Appleton. 1919. 426 p.

Present union groups, p. 103-8. Hoxie's work is one of the most interesting of all books from the pens of university men. Most academic treatises are so filled with facts that there is no room left to guess at the nature of trade unions and their place in the world. The author is not afraid to try to classify labor unions and to form some opinion of what their place is in society.

—Gompers and the labor vote. (In *Journal of Political Economy*. v. 16, p. 693-700. Dec. 1908).

Kirk, William. *American Federation of Labor*. (In Bliss, W. D. P. *New encyclopedia of social reform*. 1908. p. 31-7).

A concise, authoritative history strong on early struggles.

—Knights of Labor and the American Federation of Labor. (In Bullock, C. J., ed. *Select readings in economics*. 1907. p. 613-40).

—National labor federations in the United States. Baltimore: Johns Hopkins Press. 1906.

Marot, Helen. *American labor unions; by a member*. Holt. 1914. 275 p.

American Federation of Labor, p. 11-28. A brief and readable account covering much more on trade-union policies than Mary Beard's *Short History*. The book contains chapters on such subjects as organization of women, industrial and trade organization, the union shop, boycott, arbitration, legislation, violence, limitation of output, scientific management, labor in politics.

- Mitchell, John. Organized labor; its problems, purposes and ideals, in the present and future of American wage-earners. Philadelphia: American Book and Bible House. 1903. 436 p.
- Oneal, James. Workers in American history. 4th ed. rev. and enl. New York: Rand School of Social Science. 1921. 208 p.
A criticism of the A. F. of L. by a socialist, now (1922) an editor on the New York *Call*.
- Perlman, Selig. History of trade unionism in the United States. Macmillan. 1922. 313 p.
A brief, readable history by one of the co-authors of John Commons on the History of Labour.
- Traut, William. Trade unions, their origin and objects, influence and efficacy. 14th ed. Washington-American Federation of Labor. 1907.
- U. S. Industrial Commission. History of American Federation of Labor. Washington-Govt. Print. Off. v. 17, p. 24-51.
- Watkins, G. S. Introduction to the study of labor problems. Crowell. 1922.
A college textbook devoted chiefly to labor problems.

PERIODICAL REFERENCES ARRANGED
CHRONOLOGICALLY

- Weyl, W. E. Samuel Gompers, representative of American labor. (In *American Review of Reviews*, v. 31, p. 44-7. Jan. 1905).
- Carlton, F. T. Changing American Federation of Labor. (In *Survey*, v. 33, p. 191-3. Nov. 21, 1914).
- Political weakness of American Federation of Labor. (In *Survey*, v. 35, p. 759-60. Mar. 25, 1916).
- Fitch, J. A. Solid front of labor. (In *Survey*, v. 37, p. 219-21. Dec. 2, 1916).
- Convention, 1917, Buffalo. (In *Survey*, v. 39, p. 232-235. Dec. 1, 1917. Also in *Nation*, v. 105, p. 588-9. Nov. 29, 1917).
- Merz, Charles. Labor in convention. (In *New Republic*, v. 13, p. 90-2. Nov. 24, 1917).
- Fitch, J. A. British labor out of it; the American Federation of Labor convention at St. Paul. (In *Survey*, v. 40, p. 363-5. June 29, 1918).
- Kellogg, P. U. American labor out of it; Labor party meets at Nottingham. (In *Survey*, v. 39, p. 617-26. March 9, 1918).
- Fitch, J. A. Convention, 1919, Atlantic city. (In *Survey*, v. 42, p. 515-16. July 5, 1919).
- Merz, Charles. American Federation of Labor moves forward; organization of the iron and steel workers. (In *New Republic*, v. 19, p. 181-3. June 7, 1919).
- Robinson, G. Collective bargaining in politics. (In *Dial*, v. 67, p. 48-50. July 26, 1919).
- Saposs, D. J. How the steel strike was organized. (In *Survey*, N. Y. v. 43, p. 67-9. Nov. 8, 1919).
- Sweeney, C. P. Convention, 1919. Atlantic City. (In *Nation*, N. Y. v. 108, p. 1002-3. June 29, 1919).
- West, G. P. Will labor lead? (In *Nation*, v. 108, p. 600-1. Apr. 19, 1919).
- Chenery, W. L. Rope of sand and Gompers. (In *Survey*, v. 44, p. 434-7. June 26, 1920).
- Gleason, Arthur. Plumb defeats Gompers. (In *Nation*, v. 110, p. 848-9. June 26, 1920).
- Labor's Great Convention. (In *American Federationist*, v. 27, p. 625-41. July, 1920).
- American labor meets again. (In *New Republic*, v. 28, p. 59-60. Sept. 14, 1921).
- Bruère, R. W. New trend in labor. (In *New Republic*, v. 27, p. 192-4. July 13, 1921).
- Gompers, Samuel. Union labor and the enlightened employer. (In *Industrial Management*, v. 61, p. 235-9. Apr. 1, 1921).
- Saposs, D. J. Convention, 1921. (In *Survey*, v. 46, p. 514-15. July 16, 1921).
- Fitch, J. A. Retro-progress. Cincinnati Convention. 42d. June, 1922. (In *Survey*, v. 48, p. 500-2. July 15, 1922).
- Labor facing the future. (In *New Republic*, v. 26, p. 122-3. June 28, 1922).
- Reds of the A. F. of L. (In *New Republic*, v. 31, p. 150. July 5, 1922).
- Saposs, D. J. Line-up at Cincinnati. (In *Labor Age*, v. 11, no. 8, p. 18-20. Sept. 1922).

Employee References

In *Management Engineering* for March, Earl B. Morgan, manager of the Employment and Service Department of the Curtis Publishing Co., of Philadelphia, writes on "Employee References; Good Practice in Requesting and Giving Personal Information." This article has many points on a subject that must be dealt with frequently by librarians. Among those emphasized is that a questionnaire blank with limited spaces for replies is not the best form for references, and that if such a blank is sent a duplicate copy should go with it so that the person making the reply may retain a copy in his files.

The most important thing is: Limit requests for references to a simple statement of the employment record, such as is within the scope of the usual employer's ability to supply; that is, a record consisting of (1) Period of service, (2) Occupation, (3) Wages, (4) Reason for leaving. Then, if a recommendation is desired in addition, the ratings of workmanship and personal qualifications should be adequate for the average job.

Answers to requests for references should be given frankly, intelligently, and kindly; and to be worth the while of the inquirer, should be based only on a thorough knowledge of the qualities vouched for, and given by a person of some understanding.

Rented Branch Quarters in Rochester

By WILLIAM F. YUST, Librarian

IN the absence of a fund for the erection of buildings the Board of Trustees resorted to the usual temporary method of renting quarters for that purpose. Several store rooms were secured for one of the first branches. A number of alterations had to be made. Such alterations are usually expensive and neither the owner nor the tenant cares to pay for them because they are for a temporary purpose.

We therefore decided to try to get some one to put up a building for us. A common form of investment is in buildings for rent, of which the first floor is for business and the floors above for residence. We reasoned that if owners were willing to arrange the first floors to meet usual mercantile requirements, they would be willing to do the same for library purposes.

Thru a real estate agent we came in touch with a prospective builder. We gave him a general idea of what we wanted. With him it was a simple business proposition. Would it be a paying investment? Would the rent from the library and from the second floor tenants together yield a sufficient return on the total amount invested, figuring the cost of land, building construction, taxes and upkeep?

Our requirements were outlined as follows:

Location. a) Somewhere near the center of the district to be served;

b) On a prominent thoroughfare—not just near it, but right on it;

c) Preferably near or on a car line or lines;

d) Preferably near to the schools of the neighborhood, but not directly adjoining;

e) Not near any objectionable factory or business;

f) Preferably a corner lot.

Building Material. Any substantial material not wood. They are all brick.

Building Arrangement. Approximate floor space needed not less than four thousand square feet, to be without partitions in one large open room except at the rear, where small staff rooms are to be provided. Separate exit for children, etc. Floor plans and specifications to be approved by the library. The construction is such that the space can easily be converted into stores when the library moves out.

Building Equipment. The owner is to paint the walls and ceiling (color to be approved by library), provide wood floor suitable for receiving linoleum, install light fixtures, plumbing, hot air furnaces (separate from other parts of building) to be operated by the library.

Furniture. Shelving and furniture are to be provided by the library. Shelving is of permanent type, quartered oak, but made in separate standard sections, each six feet long, fastened together; the head piece, or cornice, and marble base giving it the appearance of one continuous piece of shelving. It can be easily taken apart and moved to other quarters.

Terms of Lease. The library is to have full use of first floor and part of basement (partitioned off) for a period of five years with the privilege of renewal for the same period at the same rates. Rent varies in different branches from \$1500 to \$2000 a year, payable monthly.

Three buildings have been erected under this plan. The library floor space in each is about forty by one hundred feet. The open arrangement of the interior with only low glass partitions gives the maximum of light and attractiveness as well as of supervision and efficient service. Entrance is at the center of the long side, the end adjoining the street. A corner lot is preferable because that permits entrance direct from the street. Otherwise it is necessary to have a walk from the street to the center of the building. Of course entrance could be made at the end of the building but that is less satisfactory than at the side.

The results achieved are worth noting. The interiors of these specially built quarters are really quite attractive and the arrangement works reasonably well. Our four branches in rented quarters have an average of 18,079 volumes each. They circulated last year an average of 165,874 volumes each, about nine times per volume. Probably enough floor cases can be added to give them a working capacity of 20,000 volumes. A live collection of that size may be defended as quite large enough for a branch.

Our experiences may be summarized as follows:

The advantages are:

The plan provides for the establishment and operation of libraries without a large initial outlay of capital for buildings.

It permits experimenting with regard to the best location, type of building needed in a given section, etc.

It is economical. The rent paid by the library is less than would be the interest on the cost of ground and a building erected and used for library purposes exclusively.

The type of building in use abutting on a side-

walk of a busy street offers splendid advertising opportunities. Large and low plate glass windows displaying books and magazines, tables and chairs, bright lights, in fact the whole library in operation at close range presents a much stronger appeal to the man in the street than do high windows at a secluded distance from the passing throng. This is one way of bringing the library to the attention of the people and projecting it into their daily thought.

The disadvantages:

The buildings have no architectural beauty or attractiveness, and therefore fail in the educational possibilities of such a building.

Daylight is inadequate where there are tall buildings on either side.

It is difficult to provide for extension and growth.

The fact that the quarters are temporary tends to temporizing in their operation and use. Many things are to be but never are done. Temporary expedients grow into permanent features.

The traditional relations of landlord and tenant in all their unpleasant ramifications are either present or in prospect. When there is need of repairs to the roof, the plumbing or the furnaces the librarian can only notify the owner, who may or may not attend to the matter. Our Monroe Branch occupies four stores and the contract includes provision for heat. We have had trouble over the lack of heat from start to date. For this reason we arrange, if possible, to operate the heating system ourselves.

Likewise the presence of other tenants on floors above is frequently the cause of disturbance and danger. Every one of the ceilings bears the marks of leaks and floods from the upper floor. One in particular is so patched as to resemble camouflage. The scars resulting from the fire which started in a second floor closet are still visible.

Our latest contract made January, 1923, will at least eliminate annoyances from second floor tenants. It calls for a one story brick building of the usual dimensions, which will be occupied entirely by the library. The cost of the building plus the value of the lot will exceed \$30,000. The Library leases it for a period of five years at a yearly rental of \$3000, with the privilege of renewal for a like period on the same terms. The amount of rent is arrived at by allowing ten per cent gross on the amount of the investment. This rent is almost double that paid on earlier buildings and is a warning of what may be expected when those earlier leases expire.

In conclusion, libraries should be cautioned against embarking on a general policy of this kind lest it continue indefinitely. Our prospects

for a building fund do not seem any better today than they did ten years ago, while the cost of land and of building has doubled. Our four other branches (not included in this article) are in old buildings owned by the city, buildings all or parts of which have been adapted for library purposes. In doing our best with existing conditions we have perhaps made these temporary quarters work too well and have trained people to think that when a building becomes unfit for anything else it may be used for a library. Perhaps the people have also learned that organized books and qualified librarians are more important than special buildings.

Books in Black or Red

EDMUND LESTER PEARSON'S "Books in Black or Red" (Macmillan) is a handsome volume bookishly bound, as the catalogs of dealers in remainders like to say, in accord with its title and alluringly illustrated thruout. The fair exterior does not belie the entertaining qualities within, where Mr. Pearson discourses with accustomed wit and good humor on second-hand bookshops, wizards and enchanters, parlor Bolsheviks, the dime novels sponsored by Erastus Beadle, parrots, *St. Nicholas*, the Chinese Biographical Dictionary, Victorian Keepsakes, and Lord Timothy Dexter of Newburyport, ending with a chapter on the literature of murder, every word of which is patently written *con amore*.

One of the chapters on "The Literary Hoax" may have been inspired by the author's being "shocked and amused, a few years ago, to find my name in the catalogue of the Boston Public Library, under the head: 'Impostors—Literary.'" In any event, here is a complete setting forth of the "inside story" of "The Old Librarian's Almanack," one of the most resplendently successful of modern literary hoaxes, and one that numbered Sir William Osler and Hamilton Wright Mabie among its dupes. Another essay is reprinted from the *Bulletin of the New York Public Library* "by consent of its Editor, upon whose erudition and courtesy I need not enlarge."

E. F. W.

Wanted: Library Plays

The A. L. A. Headquarters wishes to assemble a file of library staff plays, including of course, plays written and produced by the library school classes. There is no thought of publishing or even of mimeographing at the present time, but single copies in manuscript will be valuable for loan purposes.

Any librarian who has such a play is asked to send a copy of it to this office.

The Toronto Boys and Girls House

IN opening a library building wholly devoted to the interests of boys and girls, the Toronto Public Library Board has branched out along distinctly new lines for Canada.

The Toronto institution is not called a children's library for the reason that the term might be misleading, implying that the library was intended for younger children only. It has been

given the more appropriate and pleasing name of the Boys and Girls House of the Toronto Public Library. Boys and girls of all ages are made welcome and on the second floor special rooms have been assigned for High School boys and girls.

The word "House" also fits in nicely with the idea because the library has been located in a



THE FAIRY TALE ROOM AND THE DELIVERY ROOM IN THE BOYS AND GIRLS HOUSE

former dwelling house which was taken over for the purpose. The building stands quite near the Central Reference Library, being separated from it by a small park. Mr. Locke had had his eye on this residence for some time and this summer was able to persuade the city fathers to buy it in the interests of the rising generation. It was remodelled for library purposes tho still retaining the main divisions into rooms which, however, enables the work to be satisfactorily departmentalized.

The library merely supersedes the children's department in the Central Reference Library building and does not interfere to any appreciable extent with the children's departments in the fourteen branch libraries thruout the city. It was felt that at first there might be some falling off in the patronage accorded the library as compared with the attendance in the former children's department because of the fact that the new library was off the main thoroughfare on which the larger building stands. This, however, has not proved to be the case. More children are coming to the library and more books are being borrowed than ever before. In fact the capacity of the library is already taxed to the limit and the plan for enlargement which Mr. Locke has in the back of his head will have to be put into effect sooner than was anticipated if the work is to be permitted to grow.

The main floor is devoted to the circulation department and to reading rooms. The open shelf system is, of course, in use and the walls of two large rooms are filled with book cases from which selections may be made. There are two reading rooms, one for the small children and one for the older boys and girls. Here are kept all the favorite juveniles, available when required, but not to be taken away from the library. In the case of the smaller children, most of the books are kept under cover and are only given out by the attendant when the applicant can show clean hands and a disposition to handle the books carefully. Here also are displayed a wonderful map of fairyland, which is a never-failing source of delight to the little ones, and posters quoting the Goops and Brownies on the treatment of books.

Up-stairs are rooms set apart for boys and girls of high school age, equipped with reference works and the finest editions of books that figure on the supplementary reading lists. The thought is that these students are perhaps a little too young and inexperienced to derive full advantage from the main reference library and that they will welcome the direct attention given to their requirements by the librarians in charge. On this floor also are found the apartments ar-

ranged for the use of the staff, including rest room, work room and kitchen-lunch room.

The unique feature of the library is found on the top floor. Here there has been arranged a permanent exhibit of books for boys and girls as recommended by the Toronto Public Library. These are classified into groups so that books of different kinds, suited to various ages and for boy or girl readers, may be readily picked out. The purpose of the room is to make it easy for parents or organizations interested in the selection of books for this or that purpose, to choose the titles that would be most suitable. All books published purporting to be for juvenile reading are read and passed upon by those in charge of the children's work and the library is therefore able to give helpful advice. The aim is to maintain a good all-round standard and to inspire a taste for the best in literature.

For nine years the Toronto Public Library has made a display of the season's new books for boys and girls and has invited the public to come and inspect them so that information might be given to guide Christmas shopping. This annual display has naturally been transferred to the new House of Books where it formed an interesting annex to the permanent exhibition during Children's Book Week and was visited by many people during the weeks before Christmas.

The children's story hour flourishes in the surroundings and new features in the way of reading, stamp, chess, history, geography and other clubs are being introduced. Mr. Locke has a librarian's high hopes for the children's library holding that in educating the child to read the right kind of books and to develop a love for those things that are uplifting and inspiring, he will be laying the foundations of a sound citizenship that will bear good fruit when the children of to-day become the grown-ups of tomorrow.

The circulation of books among boys and girls thruout the Toronto system is 550,000 and it must be remembered that Mr. Locke allows no public library books to be placed in schools or deposit stations of any kind. He does not believe in the more or less popular slogan of "Take the books to the people." He believes that nothing is worth while that does not involve some effort and he wants the boys and girls of his city to acquire and develop the library habit. Then he has no fear for their future or for the future of library work in the city or, for that matter, for the future of the city itself.

W. A. CRAICK.

The Hot Springs Conference

BEFORE the month passes the Forty-fifth Conference of the American Library Association will pass into history. The program committee and those charged with the programs of affiliated societies, sections of the Association and round tables are doing their best to provide timely and appropriate topics for consideration, both by way of papers and in subjects for discussion. The real success of the Conference, however, lies not with the officers and committees, but with the attending members—in what they bring in the way of professional enthusiasm and idealism, in their conscientious devotion to the Conference's business, and perhaps above all in their ability to see the public whom we serve beyond the technicalities and the probably necessary professional consideration of a certain amount of minutiae.

More than ordinarily I believe we should emphasize our fundamentals and keep before our mind's eye the principles of library service and the promotion of the public library idea, for we are, at the request of our Southern colleagues, meeting in a section of the country where public libraries are few and where the need for them is great. "Library Extension" will mean more and be more considered at this meeting than usual. Several distinguished guests will voice appreciation of libraries and their importance from different points of view, and their utterances will, we expect, prove helpful material for our southern members in the campaigns for progress they are conducting. As I have taken occasion to point out elsewhere, we are not going south to show our colleagues in that section how to run libraries. They know how already—in fact, they naturally know their local problems and how best to meet them better than anybody else. But we are accepting their urgent invitation in order to give publicity to the doctrine of public libraries and to extend support to those engaged in applying it.

The date is inconvenient to many—what date is convenient to everybody?—but even if this be the case, and even tho more travel expense is involved for some of us than usual, let as many as possibly can go to Hot Springs. Particularly we want to welcome many new members and those from the South who ordinarily find attendance difficult. And we shall hope to see a goodly number of trustees—and potential trustees, the men and women who are working for library development. Our Conference this year can not be a record breaker in size, but it can be a record breaker in enthusiasm, in help-

fulness, in the essence that makes us go out and do things in the year to come.

GEORGE B. UTLEY,
President of the A. L. A.

SOUTHERN hospitality, large hotels, excellent food, wide verandas spacious lawns, mountains, spring flowers, famous baths, beautiful drives, golf, reduced railroad fares, several distinguished speakers, short general sessions, much practical discussion, and a big barbecue in real Southern style are among the attractions of the forty-fifth annual conference of the A. L. A. in the Hot Springs National Park, April 23-28.

TRAVEL

Details of travel were given in the *LIBRARY JOURNAL* for February 1 (p. 133).

The railroad rate of fare-and-one-half for the round trip, which will be available from all points in the United States and Canada, can only be obtained by presenting an "identification certificate" to ticket agent, when buying round trip ticket. These identification certificates are free to all members of the A. L. A. and affiliated organizations.

Round trip fare-and-one-half tickets, good returning only by the route of the going trip, may be purchased April 19-25 and passengers must return reaching original starting point prior to midnight of May 4—with the following exceptions: From Arizona, Idaho, Montana, Utah and Wyoming, the dates of sale are April 18-24, inclusive, and the final return limit is May 5; from British Columbia (on Great Northern Railway only), California, Nevada, Oregon and Washington, the dates of sale are April 17-23, inclusive, and the final return limit is May 6.

The *New England Party* will register with F. W. Faxon, 83 Francis Street, Boston 17, Mass., before April 12, sending \$16.13 to cover half an outside stateroom on Fall River boat and Pullman lower, New York to Hot Springs. The price of half a stateroom and Pullman upper is \$13.20. The party will leave South Station, Boston, April 20, at 6 p. m. by Fall River Line, joining the New York party at the Pennsylvania Station, New York City. Tickets should read "via New York, New Haven & Hartford, Pennsylvania and Missouri Pacific railroads."

The *New York and Northern Atlantic States Party* will register with Franklin H. Price, Free Library, Philadelphia, before April 12, sending him payment to cover Pullman berths. The Pennsylvania & Missouri Pacific train (Commercial Express) carrying special A. L. A. Pullman

cars, will leave Saturday, April 21, as follows: New York, Pennsylvania Station, 10.05 a. m.; Philadelphia, N. Phil. Station, 11.58 a. m.; Harrisburgh, Pa., 2.45 p. m.; Altoona, Pa., 5.42 p. m.; Pittsburgh, Pa., 9.05 p. m. and on Sunday, April 22, Indianapolis, Ind., 7.00 a. m. Due to arrive at St. Louis, Mo., 1.30 p. m.

The eastern party will join the Chicago and other parties at St. Louis and leave by special train between 8.45 p. m. and midnight, due in Hot Springs, April 23, about noon.

The *Chicago Party* will register with John F. Phelan, Chicago Public Library, before April 15, sending \$8.25 to cover Pullman fare. This party will spend all day Sunday in St. Louis.

The *Memphis and Southeastern Party* should plan to travel via the Rock Island or Missouri Pacific Railway, between Memphis and Hot Springs, train leaving Memphis at 9.30 a. m. April 23, due in Hot Springs 3.45 p. m. Charles D. Johnston, librarian of the Cossitt Library, Memphis, Tenn., will be glad to make reservations so that all may travel together if he is notified before April 12.

Northwestern and Western. Special Pullmans will be run from Omaha and Des Moines to Hot Springs via St. Louis, to give the delegates from Nebraska, Iowa, Minnesota, Colorado and other points an opportunity to travel together for at least a portion of the way and to enjoy the pre-conference visit in St. Louis. Pullmans will leave Des Moines Saturday evening at 8.00 due in St. Louis Sunday morning at 8.00. If fifty apply from Nebraska, Colorado and points west and north, two special Pullmans will be run from Omaha leaving about 9.00 p. m. upon the arrival of the western connections. These Pullmans will connect at Moberly, Mo., with the Pullmans from Des Moines and may be formed into a special train. From St. Louis all parties will go together in a special train leaving Sunday night.

If enough apply, M. J. Ferguson, California State Library, Sacramento, will make arrangements for joint travel from the Pacific Coast points to Omaha.

All Pullman arrangements for members traveling through Omaha and Des Moines will be made by Charles H. Brown, State College Library, Ames, Iowa.

ST. LOUIS' WELCOME

Plans for the entertainment of A. L. A. delegates passing through St. Louis are now somewhat more advanced and promise an interesting day for Sunday, April 22nd. The Chicago train will arrive early in the morning and it may be possible to arrange that it shall be routed by way of the western part of the city and Forest Park, stopping somewhere in that vicinity to

allow those who wish to leave the train at this point breakfast at the new Chase Hotel or some other uptown hotel or restaurant and be in a position to pass the morning in that part of the city, which is near such points of interest as the Art Museum, and the Zoological Garden, besides being convenient for most of the larger churches. Doubtless there will be some individual entertainment at lunch. This party will join the New York party at the Public Library shortly after 1:30 p. m., and after an inspection of the building, the combined parties will enter automobiles for a trip thru the city. There will be an inspection of branch libraries by those who desire it, including one of the new built-in branches in school buildings. The trip will extend as far west as Washington University, where an inspection of the University Library will be made and the party will attend an organ recital tendered by the University in the Chapel. The return to the Public Library will be in time for a buffet supper at which the party will be the guests of the Local Chapter of the A. L. A. The details of the whole day's entertainment are in the hands of a committee of the Chapter with which local libraries are actively co-operating. The party, swelled by the St. Louis contingent, will take the train for Hot Springs in the evening, probably at 8:45.

POST CONFERENCE TRIP

For the post conference trip—Texas, New Orleans, Cuba, Panama, Costa Rica—to New York City a few places are still available if early application is made, with first payment of \$25.00, to F. W. Faxon, Boston 17, Mass. The price—Hot Springs to New York City, April 28 to May 21, including everything—stateroom, meals (except four in New Orleans), shore excursions, steamer chair, steamer trunk (if desired), \$350.00. Members of party should take with them summer clothing for use after leaving New Orleans.

HOTELS

Rates for accommodations at the following comfortable hotels are given in our January 15th number (p. 85): Eastman (Headquarters), Arlington, Como and Waukesha, all of which are operated on the European plan; the Majestic and the Moody on the American plan. The Eastman Hotel is less than two blocks from the station and none of the others is more than four blocks from the Eastman. All arrangements for rooms should be made directly with W. E. Chester, manager of the Eastman Hotel. Rooms will be assigned in the Eastman and Arlington as long as any are available unless specific requests is made for other assignment. All rooms with private bath in these two hotels had been reserved before March 1.

TENTATIVE SCHEDULE OF MEETINGS

Morning sessions at 9:30, afternoon sessions at 2:30, evening sessions at 8:00, with such exceptions as are specifically noted below.

	Morning	Afternoon	Evening
Monday April 23	Executive Board 9:45 Southwestern Library Assn.	Council Southwestern Library Assn.	First General Session 9:30 Reception
Tuesday April 24	Am. Assn. Law Lib. School Lib. Sec. Agric. Lib. Sec. Catalog Sec. Hospital Lib. Rd. Table 9:00 Nat. Assn. State Lib.	County Lib. Rd. Table Agric. Lib. Sec. School Lib. Sec. Am. Assn. Law Lib. with Natl. Assn. State Lib. Work with Negroes Rd. Table	Second General Session (Jt. with School Lib. Sec.)
Wednesday April 25	League of Lib. Com. Am. Assn. Law Lib. Trustees Sec. Prof. Training Sec. Univ. Lib. Ex. Rd. Table Lending Section 9:00 Nat. Assn. State Lib.	2:00 Readers Rd. Table 2:00 Natl. Assn. State Lib. 4:00 Third General Session (Joint Session with League of Lib. Com. & Trustees Section)	Trustees Sec. College & Ref. Sec. Lending Sec. Am. Assn. Law Lib. Natl. Assn. State Lib.
Thursday April 26	Catalog Sec. Children's Lib. Sec. Small Libs. Rd. Table Am. Assn. Law Lib. Hospital Libs. Rd. Table	Barbecue and automobile ride	Library School Dinners 8:30 Natl. Assn. State Lib.
Friday April 27	Bibliographical Society of America Children's Lib. Sec. Lib. Bldg. Rd. Table Religious Books Rd. Table Pub. Doc. Rd. Table	Catalog Sec. (2 div.) Pub. Doc. Rd. Table Children's Sec.—Business League of Lib. Com.—Joint Session with Natl. Assn. State Lib. Univ. Lib. Ex. Rd. Table Am. Assn. Law Lib.	Fourth General Session
Saturday April 28	Fifth General Session Council	Executive Board.	

GENERAL SESSIONS

First Session, Monday, April 23, 8:00 p. m.

Library development in the Southwest—Elizabeth H. West, Texas State Library, Austin, president of the Southwestern Library Association.

Library development in the Southeast—Mary U. Rothrock, Lawson McGhee Library, Knoxville, president of the Southeastern Library Association.

Address—John J. Tigert, U. S. Commissioner of Education.

9:30 p. m.—Reception in the Eastman Hotel.

Second Session, Tuesday, 8:00 p. m.

(Joint meeting with the School Libraries Section)

Subject: School Library Extension.

Address: The school library movement—Joy Elmer Morgan, editor of publications, N. E. A. Symposium—

Elementary school libraries—Harriet A. Wood, library division, Minnesota Department of Education.

High school libraries—

A superintendent's point of view—A. C. Parsons, superintendent Oklahoma City Public Schools.

Normal school libraries—Anna V. Jennings, State Normal School and Teachers College, Kearney, Neb.

College and University Libraries—Lucy M. Lewis, Oregon Agricultural Library, Corvallis.

Third Session, Wednesday, 4:00 p. m.

(Joint meeting with League of Library Commissions and Trustees Section)

President's address—George B. Utley, The Newberry Library, Chicago.

Address—Alvin M. Owsley, National Commander of the American Legion.

Fourth Session, Friday, 8:00 p. m.

Reports of the Secretary, Treasurer, and Finance and other committees.

Constitution and By-Laws.

Address: As others see us—Nellie E. Parham, Withers Public Library, Bloomington, Ill.

Fifth Session, Saturday, 9:30 a. m.

Subject: Rural Library Extension

County libraries for the South—Mary B. Palmer, N. C. Public Library Commission, Raleigh.

Putting a county library law thru the legislature—Purd B. Wright, Kansas City.

How the Harris county library was started—Julia Ideson, Houston.

Working for county libraries in New Jersey—Sarah B. Askew, N. J. Public Library Commission, Trenton.

Address: Rural libraries and American citizens

A. L. A. COUNCIL

Monday, 2:30 p. m., and Saturday following last general session

Affiliation of state associations.

Other business.

Proposed survey of library personnel by the Institute for Government Research—George F. Bowerman, Washington, chairman Committee on Civil Service Relations; A. E. Bostwick, St. Louis, chairman Committee of Five on Library Service.

General discussion.

Schemes of library service—Report of progress—Josephine A. Rathbone, Brooklyn, chairman of Committee on Standardization of Libraries.

National certification—Report of progress—Frank K. Walter, Minneapolis, chairman of committee.

Hospital libraries, Committee recommendations.

Library training—Committee recommendations—M. G. Wyer, Lincoln, Nebraska, chairman.

Other committee recommendations.

A. L. A. SECTIONS

AGRICULTURAL LIBRARIES SECTION

Tuesday, 9:30 and 2:30

Chairman, H. O. Severance, University of Missouri, Columbia; secretary, Mary G. Lacy, States Relations Service Library, U. S. Department of Agriculture, Washington, D. C.

Subject: Library Extension—Package Libraries, Traveling Libraries and Single Books.

Standardizing agricultural publications—Margaret Galloway, Arkansas Agricultural College and Experiment Station, Fayetteville.

Training the college freshman in the use of the

library—Fanny Dunlap, University of Illinois, Urbana.

Relation of agricultural library extension to the work of the public library commission—Charles H. Brown, Iowa State College, Ames. Discussion.

CATALOG SECTION

Chairman, Helen B. Sutliff, Stanford University Library, Calif.; secretary, Ruth Wallace, Indianapolis Public Library.

Tuesday, 9:30 a. m. and Thursday, 9:30 a. m.

General subject: Cataloging in its Larger Aspects.

Report of Committee on Reorganization—Margaret Mann, Engineering Societies Library, New York, chairman.

Other reports.

What is cataloging in the university and large reference library?

Should the cataloger be called bibliographical assistant?

Discussion: T. F. Currier, Harvard University Library, and A. G. S. Josephson, John Crerar Library, Chicago.

Cataloging of special collections.

Hoover War Library—Nina Almond, Stanford University.

Southwestern history collection of the University of Texas—E. W. Winkler.

The Flach collection of French history, University of Missouri—Florence B. Currie.

The maker and user of the catalog—(Miss) Jim P. Matthews, University of Arkansas; Jane Martin, University of California.

L. C. Cards and their distribution—C. H. Hastings, Library of Congress.

Catalog staff meetings and regional round tables—Mrs. Jennie T. Jennings, St. Paul.

Proper relations of the catalog department to the other departments of the library—Bess Stewart, Oklahoma City.

Public library round table—Grace Hill, Kansas City, presiding.

Music cataloging in a public library.

Co-operative cataloging.

Handling of duplicate titles.

CHILDREN'S LIBRARIANS SECTION

Chairman, Elva S. Smith, Pittsburgh; secretary, Avis Meigs, Edison Junior High School, Long Beach, Calif.

First Session, Thursday, 9:30 a. m.

The place of the children's librarian in the community—Mrs. Anna P. Mason, St. Louis.

The library and the neighborhood motion picture theater—Mrs. Adele Henry Maze, Public Library, Oak Park, Ill.

What the library means to the public school—Orton Lowe, director of English, State Department of Public Instruction, Harrisburg, Pa.

The rural child—our new responsibility—
Georgia G. McAfee, Evansville, Ind.

Second Session, Friday, 9:30 a. m.

The effect of the present development of school
libraries upon library children's rooms—
Faith E. Smith, Los Angeles.

Better books for children and young people—
Emily P. Street, advertising manager,
Frederick A. Stokes Company, New York;
Alice I. Hazeltine, St. Louis.

Influencing the reading of children—Eva G.
Leslie, Cleveland.

Presentation of the John Newbery Medal.

Third Session, Friday, 2:30 p. m.

Business meeting.

COLLEGE AND REFERENCE SECTION

Chairman, W. E. Henry, University of Wash-
ington Library.

Wednesday, 8:00 p. m.

Special collections in the University of Texas
Library—J. E. Goodwin, Austin, Texas.

University of Missouri library extension service
—Grace Barnes, Columbia, Mo.

Discussion opened by Louis R. Wilson, Univer-
sity of North Carolina, Chapel Hill.

Space distribution in university and college li-
brary planning—Can it be standardized?—
Earl N. Manchester, University of Kansas,
Lawrence.

Special Session

An informal meeting will be held outside
regular program hours for exhibit of university
and college library plans and for a discussion
of the same. Those interested should bring
sketches, blue prints, or photographs. Time and
place to be announced.

Committee reports.

Ranking of the staff in a university library—
Andrew Keogh, Yale University.

Union list of serials—H. M. Lydenberg, New
York.

Regional grouping of libraries for co-ordinat-
ing the purchases of expensive reference
sets—J. T. Gerould, Princeton University.

Topics for brief general discussion:

Rental collections for reserved reading texts.
Factors determining the establishment of de-
partmental or branch libraries in a univer-
sity.

How many volumes per capita of registration
should constitute a fair library equipment
in a college or university? Can a standard
be fixed?

LENDING SECTION

Chairman, Marie L. Fisher, Pittsburgh; secre-
tary, Ruth M. Barker, Memphis.

First Session, Wednesday, 9:30 a. m.

Some of the outstanding essayists of the present

day—Charles B. Shaw, North Carolina Col-
lege for Women, Greensboro.

Novels of the last two years—Edith Tobitt,
Omaha.

Poetry and parody—Marilla W. Freeman, Cleve-
land.

Censorship of fiction in a public library—Mary
U. Rothrock, Knoxville, Tenn.

Section Session, Wednesday, 8:00 p. m.

A more humane schedule at the lending desk—
Pearl I. Field, Chicago.

Libraries and the delinquent borrower—Waller
I. Bullock, Pittsburgh.

Stimulating reading: the staff and the public—
Zaidee Brown, H. W. Wilson Company, New
York City.

What an assistant can do to better library service
—Lloyd W. Josselyn, Birmingham.

PROFESSIONAL TRAINING SECTION

Chairman, Elva L. Bascom, Department of Li-
brary Science, University of Texas; secretary,
Blanche Watts, Spencer, Ia.

Wednesday, 9:30 a. m.

Courses of Study in Public Library Training
Classes:

In the large library—Louise Prouty, Cleve-
land.

In the medium sized library—Rena Reese,
Denver.

In the small library—Mrs. Maud Durlin
Sullivan, El Paso.

Discussion: Is a standardized curriculum pos-
sible?

Is library school credit for standardized training
class courses possible?—Speaker to be an-
nounced.

SCHOOL LIBRARIES SECTION

Chairman, Harriet A. Wood, Minnesota Depart-
ment of Education, St. Paul; secretary, Susie
Lee Crumley, Library School, Carnegie Li-
brary of Atlanta.

First Session, Tuesday, 9:30 a. m.

General meeting

School library plans and equipment—Sarah
C. N. Bogle, American Library Association,
Chicago, Ill.

Training of school librarians—Susie Lee
Crumley.

Library instruction—Adeline B. Zachert, di-
rector of school libraries, Pennsylvania De-
partment of Education, Harrisburg.

Elementary school round table—Janet Jerome,
Denver, presiding.

High school round table—Frances O'Connell,
High School Library, Little Rock, Ark., pre-
siding.

Socializing the Library.

A call to service—Howard B. Sohn, McKinley
High School, Canton, O.

Methods used to convince architects of the needs of adequate library provisions—A. B. Hill, Superintendent of Public Instruction, Little Rock, Ark.

What shall we do to interest school authorities in the value and needs of the library?—Clara E. Howard, Schenley High School, Pittsburgh.

School library's means of encouraging knowledge of locality—

Advisability of combining a public branch library with a high school library—Purd B. Wright, Public Library, Kansas City, Mo.

Normal school round table—Helen A. Ganser, State Normal School, Millersville, Pa., presiding.

Instruction of normal school students in the use of books and libraries—

Library instruction in grades and high schools as demonstrated in schools of practice—

Training course for teacher-librarians in school library administration—

Possibilities of the course in children's literature—

Second Session, Tuesday, 2:00 p. m.

Elementary school round table.

Practical problems of co-operation and administration.

High school round table

Book Lists and Teaching "Use of Library."

What constitutes a well balanced high school library?—Zora Shields, Central High School, Omaha.

Best means of book selection for high school libraries—Emily W. Kemp, Sam Houston High School, El Paso, Tex.

Teaching high school pupils the use of the library—Pearl Durst, Manual High School, Indianapolis.

Should high school libraries encourage departmental collections?

Novels of 1920 and 1921 suitable for high school reading list—Susie Lee Crumley, Atlanta Library School.

Normal school round table

A schoolman's vision of the school library—

Housing and equipment—

Guidance of recreational reading—

Methods of handling books reserved for reference—

New books useful to teachers—

3:30 General meeting

Reports from round tables.

Business meeting.

TRUSTEES SECTION

President, Mrs. Elizabeth Claypool Earl, Muncie, Ind.; secretary, Mrs. Dwight Peterson, Toledo, O.

First Session, Wednesday, 9:30 a. m.

Subject: How can the Trustee Further Library Development and Extension?

Five minute talks on assigned topics to be followed by general discussion. (Leaders to be announced).

What are the duties of a library trustee: To the public? to the library?

What should constitute the qualifications of a library trustee?

How should the trustees select the librarian:

What qualifications should they require?

Is the librarian the chief executive of the library? Should he attend board meetings?

What should a trustee know about libraries?

What should he read?

What should a trustee avoid doing?

Second Session, Wednesday, 8:00 p. m.

How and where may money be secured for library support?

What is a practicable standard of per capita expenditure and per capita service?

How may interest be aroused in establishing a library?

Who is responsible for library legislation?

Where can you get help for a library program, and what are the first steps in a state library program?

What use is library service anyway?—Rabbi A. B. Rhine, Hot Springs, Ark.

ROUND TABLES

COUNTY LIBRARIES ROUND TABLE

Acting chairman, Harriet C. Long, Wisconsin Free Library commission, Madison.

Tuesday, 2:30 p. m.

Discussion of County Library Problems. Adequate support for the county system.

Service to schools thru the county library—Discussion led by Mrs. Julia Babcock, Kern County Free Library, Bakersfield, Calif.

LIBRARY BUILDINGS ROUND TABLE

Chairman, Willis K. Stetson, Free Public Library, New Haven, Conn.

Friday, 9:30 a. m.

The program will include a paper by Joseph L. Wheeler on "The influence of location and planning upon library operating costs" and one by Louis J. Bailey on "Plans of branches in temporary quarters." There will also be a question box. Send questions to the chairman.

PUBLIC DOCUMENTS ROUND TABLE

Friday, 9:30 a. m. and 2:30 p. m.

General Subject: Public Documents as Aids in Library Extension.

The program of both sessions will be given in full in our number for April 15.

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RELIGIOUS BOOKS ROUND TABLE

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HOSPITAL LIBRARIES ROUND TABLE

Acting chairman, Perrie Jones.

Tuesday, 9:30 a. m. and Thursday, 9:30 a. m.

The library as a therapeutic agent—Dr. E. P. Bledsoe, U. S. Veterans Hospital No. 78, North Little Rock, Ark.

Arousing the library profession to meet the peculiar needs of the hospital library—Perrie Jones, St. Paul, Minn.

Impressing the importance of organized hospital libraries on the medical profession.

State hospitals and sanatoria

City hospitals and sanatoria

Official status of librarian

Duties of the librarian

Organization of libraries, general and medical

Individual work with patients, nurses and doctors.

Discussion led by Grace Shellenberger, Davenport, Iowa.

The medical library

Classification.

Subject Headings.

Care of pamphlets.

Research work for physicians.

Discussion led by Elizabeth Pomeroy, U. S. Veterans' Hospital No. 30, Chicago.

Government hospitals and sanatoria.

(The second session may be held in the Army Hospital at Hot Springs.)

READERS' ROUND TABLE

Chairman, Arthur E. Bostwick, St. Louis.

Wednesday, 2:00 p. m.

Introductory paper: How Readers Help—Dr. Bostwick.

Brief papers, or talks, appreciative or critical, on the following topics, by persons unconnected with library administration or management, with discussion by those present: The library's current book service; Service to women's clubs; Service to schools and teachers; Technical, industrial and business service; and service to artists and musicians. Speakers' names to be announced later.

SMALL LIBRARIES ROUND TABLE

Chairman, Margaret A. Wade, Carnegie Public Library, Anderson, Ind.

Thursday, 9:30 a. m.

Short cuts and simplified routine—a symposium. The untrained assistant: her choice, training in the library and further education.

Extension of service.

UNIVERSITY LIBRARY EXTENSION SERVICE ROUND TABLE

Chairman, Edith Thomas, University of Michigan Library Extension Service; secretary, LeNoir Dimmitt, Extension Loan Library, University of Texas.

First Session, Wednesday, 9:30 a. m.

Some responsibilities of university library extension service—W. W. Bishop, University of Michigan Library.

Conducting a package library service on a limited appropriation—Helen E. Wagstaff, University of Kansas Extension Division.

The value of a package library service in the development of community organization—A. G. Scott, Extension Division University of Oklahoma.

Plays and readings for use in library extension service; our plan—Evangeline Pratt, executive secretary, University of Arkansas.

Second Session, Friday, 2:30 p. m.

Subject: The State High School Debating League.

Discussion opened by Louis R. Wilson, University of North Carolina Library.

General discussion—Mary Vick Burney, Extension Loan Library, University of Texas, Austin; Almere L. Scott, Department of Debating and Public Discussion, University of Wisconsin, Madison.

WORK WITH NEGROES ROUND TABLE

Chairman, George T. Settle, Louisville.

Wednesday, 8:00 p. m.

Subject: Library Extension—Reaching the Negro

1. Survey for the year (general)—Ernestine Rose, New York Public Library.

a. Progress—North—Mary K. Pearson, Cleveland.

b. Progress—South—Julia Ideson, Houston.

c. Progress—West—Purd B. Wright, Kansas City.

2. Books for negroes—Henry M. Gill, New Orleans.

a. Suggestions—Charles D. Johnston, Cossett Library, Memphis.

b. To be avoided—Tommie Dora Barker, Atlanta.

c. Books by negro writers—Jennie M. Flexner, Louisville.

General discussion.

3. Problems—Ethel F. McCullough, Evansville.

4. Questions and answers. Question box will be placed at Headquarters.

Questions from the floor.

Note: 1, 2 and 3—papers of ten minutes each, to be followed by discussion a, b and c, of five minutes each, and general discussion.

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AMERICAN ASSOCIATION OF LAW LIBRARIES

President, Andrew H. Mettee, Library Company of the Baltimore Bar; secretary, Mary S. Foote, Law Library University of Illinois.

Note: It is advisable to stay together at Law Library Headquarters, Hotel Arlington, in a continuous session, recessing to listen to proceedings of various sections of the A. L. A. which may be of vital interest to law librarians, and for such purposes a committee will be appointed to act as an "intelligence service" so that we may lose nothing of value to the law librarians.

NATIONAL ASSOCIATION OF STATE LIBRARIES

President, Mrs. Jessie Palmer Weber, Illinois State Historical Society Library, Springfield. Headquarters, Hotel Arlington.

Tuesday, 9:00 a. m. and 2:30 p. m.

The afternoon session will be a joint meeting with the American Association of Law Libraries.

Wednesday, 9 a. m., 2 and 8 p. m.

Thursday, 8:30 p. m. and Friday, 2:30 p. m.

Joint meeting Friday with the League of Library Commissions.

The general theme of the meetings will be: The Library and the State, A National Survey. Speakers will be announced later.

LEAGUE OF LIBRARY COMMISSIONS

President, William R. Watson, Extension Division, N. Y. State Education Dept., Albany.

Wednesday, 9:30 a. m. and Friday, 2:30 p. m.

Programs to be announced. There will be a joint meeting with the National Association of State Libraries.

AMERICAN ASSOCIATION OF LAW LIBRARIES

Tuesday, April 24, 9 a. m.

Meeting of Executive Committee; registering of members; filing of reports; appointment of Auditing Committee.

10:00 a. m. Address of welcome—John T. Castle, librarian of the Supreme Court of Arkansas.

Response—Gamble Jordan, St. Louis Law Library.

President's remarks.

Reports.

Committee on New Members—A. J. Small, chairman.

Committee on List of Law Libraries for the Standard Legal Directory—Olive C. Lathrop.

Committee on Printing of Page Numbers—Andrew H. Mettee.

Committee on Law Publications and Law Publishers and Law Book Sellers—Ralph H. Wilkin.

Committee on Skeleton Index for Legislation (Standardizing) and for Indexing of Legislation (Usable Form)—Luther E. Hewitt.

Committee on Financing the Index to Legal Periodicals—George S. Godard.

Committee on Index to Legal Periodicals—Franklin O. Poole.

Massachusetts laws of printing, publishing and care of public records and documents—Howard L. Stebbins, Social Law Library, Boston.

Criminology literature which should be in many law libraries—Frederic B. Crossley, Northwestern University Law School.

Some books on Roman and civil law which should be in the law library—Peter J. Hamilton, San Juan, P. R.

Some beacon lights in cataloging and classification of Roman and civil law books—Edwin M. Borchard, Yale University School of Law.

Limits of association library in furnishing service to its members—Round table conducted by Ernest A. Feazel, Cleveland Law Library.

Business administration of law libraries—Round table conducted by Lucile Vernon, Association of the Bar of City of New York.

Symbols for group list in law libraries—John P. Dullard, New Jersey State Library.

Biographical Sketches:

Leonard A. Jones, by Frank E. Chipman, Chipman Law Publishing Co.

John R. Berryman, by Gilson G. Glasier, Wisconsin State Library.

Adolph Moses, by Henry H. Kennedy, of the Chicago Bar.

William H. Holden, by Charles R. Holden, of the Chicago Bar.

Charles Elliott, by John J. Daley, Osgoode Hall Library, Toronto, Canada.

Charles J. Hoadley, by George S. Godard, Connecticut State Library.

William H. Winter, by John F. Couillon, New York Law Institute.

Question Box.—Presided over by Geneva Brock, Wyoming State Library.

Unfinished business (Resolutions, etc.)

Election of officers.

BIBLIOGRAPHICAL SOCIETY OF AMERICA

President, William W. Bishop, University of Michigan General Library, Ann Arbor.

Friday, 9:30 a. m.

Program to be announced.

SOUTHWESTERN LIBRARY ASSOCIATION

President, Elizabeth H. West, Texas State Library, Austin; secretary, E. W. Winkler, University of Texas Library, Austin.

Monday, April 23, Morning and Afternoon

General Subject: Library Extension

8:00-9:45. Registration

9:45. Preliminary business; Greeting from A. L. A., President Utley.

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10-12. Short talks and discussions on the following topics:

A plan for co-operative library extension work in the Southwest—Mrs. J. R. Dale, Oklahoma Library Commission.

How the county library takes books to everybody—Mrs. Cora Case Porter, Carnegie Public Library, Enid, Okla.

What can the school library do to spread the library idea?—Mary Haynes, Fort Smith, Ark.

The responsibility of the college library to extension work—Estelle Luttrell, University of Arizona, Tucson.

How the business library can increase its service to the public—Virginia Fairfax, Standard School of Filing and Indexing Globe-Wernicke Co., New Orleans, La.

The religious and theological library: sectarian or non sectarian?—Leslie R. Elliott, Seminary Hill, Texas.

Library training in the Southwest—Elva L. Bascon, University of Texas, Austin.

12:30 p. m. Luncheon. (Eastman Hotel, \$1.50 per plate; all wishing reservations notify W. E. Chester, manager, Eastman Hotel, before April 21.) Topic: the Graces and Anxieties of Library Pioneering.

2:30-4:30 p. m.

What the Southwestern library can and should do for—

The negro—Henry M. Gill, New Orleans.

The foreign-born—Wilma Loy Sheldon, Albuquerque, N. M.

The blind—Speaker to be announced

The illiterate—Speaker to be announced

The delinquents—Miriam E. Carey, State Board of Control, St. Paul, Minn.

Needs of public libraries in the South-

west—Mrs. Maud D. Sullivan, Public Library, El Paso, Texas.

Pan-American library relations; the plans and the hopes of Mexico—Señorita Luz Garcia Nunez, Mexico City, Mexico, D. F.

To Catalogers

A ROUND TABLE for public library catalogers has been arranged for the Hot Springs conference. If you are planning to be there, will you please send me your name and the questions or topics you would like to have discussed. It is hoped to make the discussions really helpful and practical, and those topics will be considered first which receive the largest number of requests.

GRACE HILL, *Chairman,*
Public Library, Kansas City, Mo.

William Thaddeus Peoples

WILLIAM THADDEUS PEOPLES, Librarian Emeritus Mercantile Library, New York City, who died at his home in East Orange on Friday, March 9th, in the 81st year of his age, had for many years been an invalid and in the last year and a half had been confined to his room and bed.

No one ever bore his invalidism with greater courage and calmer fortitude than did Mr. Peoples, who suffered long and patiently while still performing the duties of librarian of the Mercantile Library and Clerk of the Clinton Hall Association.

Mr. Peoples was made librarian of the Mercantile Library in 1873, succeeding Mr. A. M. Palmer of theatrical fame, and continued in service until 1917 (a period of forty-four years) when he was made Librarian Emeritus and retired on nearly full pay in recognition of long, faithful and conscientious service.

Mr. Peoples attended the Philadelphia meeting of librarians at which the A. L. A. was formed and stood number three on the membership list. Previous to 1917 he was present at twenty-two conferences of the A. L. A. and was a regular attendant at A. L. A., Atlantic City, New York State and New York Library Association meetings, and his face was a familiar and welcome one at all of these gatherings.

Always reluctant to hold office he served with distinction upon committees of the national and local associations, where his clear mind, broad vision and common sense were of the greatest value.

He served as President of the New York Library Club and of the New York State Library Association, but could not be prevailed upon to accept preferment under the A. L. A.

During the forty-four years of service with the Mercantile Library he made that institution known to all in the city of New York who would make use of a subscription library, and he was successful in keeping the library on a safe financial footing.

His friends in and out of the profession were numerous, and he leaves behind him a record such as one of his kindly, genial and lovable disposition would be expected to leave.

FRANK P. HILL.

Librarians who know architects of small library buildings, may obtain copies of the program for the rural library building competition set in a White Pine Series of Architectural Monographs (volume 9, No. 1) from the editor, Mr. Russell Whitehead, 132 Madison Avenue, New York City.

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THE LIBRARY JOURNAL

TWICE-A-MONTH

APRIL 1, 1923



AT the last moment of the late Congress, and largely thru the efforts of President Harding to bring about a practicable compromise between the Sterling and Smoot plans, the classification measure, which has been mooted for five years, has become law as the Classification Act of 1923. Unfortunately, it will not affect salaries until after the coming fiscal year, that is, July 1, 1924, but it gives good promise that at that date library salaries will be brought into fair relation with the compensation of other professions. A fundamental principle of the act is "equal compensation for equal work" both for men and women within the library profession and in comparison with cognate work in other callings. The personnel board will have ample opportunity before salary increases take effect to complete the study of the situation in Washington and perhaps plan for the extension of the service scheme thruout the federal service. The library work will doubtless be classified in the professional and scientific schedule, where it properly belongs, and one result of the act should be to obtain governmental acceptance of the fact that library work is a profession, as has indeed been conceded in the application of the immigration law. To the many who have co-operated in bringing about the enactment of this law, some of them appreciated by name in Dr. Bowerman's summary, the profession owes cordial thanks.

A CHIEF feature of the Arkansas Hot Springs program will rightly be addresses representing the work of the regional associations recently developed in the South and the progress in the county library system in North Carolina, which is rivaling her sister states of the South in library leadership. It will be to the great pleasure of members of the A. L. A. from other parts of the country to meet and greet many southern librarians who have not before been able to attend national conferences. Also, the members will have their first opportunity to hear and make the acquaintance of the new Commissioner of Education, John J. Tigert, who emulates the interest of his predecessor, Dr. Claxton, in library progress, as well as to hear again from Joy E. Morgan on behalf of the National Education Association, a representative peculiarly welcome because of his Library War

Service, and as a graduate of the Albany Library School. It should not be forgotten, however, that the programs of the several sections are not less inviting than those of the general sessions, and, indeed, in these days of large conferences, more vital progress is apt to be made at the smaller than at the larger meetings.

ALMOST as noteworthy as the work of the sections has been the development in recent years of the Round Table idea for the close study of detail in specific branches of library work. The program at Hot Springs covers a number of such small gatherings of the utmost interest, and those of hospital librarians and librarians having work with negroes under their jurisdiction, for instance, offer practically library school or institute courses covering these very special fields. The informal Round Table on library building which Mr. Stetson has conducted at several recent conferences has an especial value as an experience meeting for those who have new buildings in contemplation, as well as a source of information as to recent library buildings, their useful features and their defects. So far as human ingenuity makes it possible, these several special meetings have been arranged so that participants will not be too much torn in twain in the desire to hear everything of importance in their fields.

IF ministers would obtain from the congregation their views as to the preaching, it might be better for both pulpit and pews. Dr. Bostwick thinks the same might be true of librarians in relation to their public, and he has planned for Arkansas Hot Springs a new round table at which users of libraries may tell what they think of the merits and demerits of library service. The idea is a good one, and if occasional consultations of the kind could be held by local libraries with representatives of their local public, it might do not a little to make the library more serviceable and strengthen its hold on the community. This has been done of course in connection with such local organizations as the Rotary Club, women's associations and the like and many wise librarians have taken pains to keep in consultation with individual users but the kind of conference Dr. Bostwick's plan suggests may well be made a habit especially in the rural constituencies.

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AMONG LIBRARIANS

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- A. Library School of the Carnegie Library of Atlanta.
- C. California State Library School.
- C.P. Carnegie Library School of Pittsburgh.
- D. Drexel Library School.
- Ill. University of Illinois Library School.
- L.A. Library School of the Los Angeles Public Library.
- N.Y.P.L. Library School of the New York Public Library.
- N.Y.S. New York State Library School.
- P. Pratt Institute School of Library Science.
- R. Riverside Library School.
- S. Simmons College School of Library Science.
- S.L. St. Louis Library School.
- Syr. Syracuse University Library School.
- U.C. University of California Course in Library Science.
- W.R. Western Reserve Library School.
- Wis. Wisconsin University Library School.
- Wash. University of Washington Library School.

BANCROFT, Priscilla, 1918 S., appointed librarian of the Proctor Free Public Library, Proctor, Vt.

BELL, Lucy, 1914 S., will be the assistant in charge of the Library and the reviser for the Library School during the coming Summer Session at Simmons College.

BOLTON, Charles K., has completed his 25th year as librarian of the Boston Athenaeum.

BOWMAN, Marian, is now librarian of the Old Colony Trust Co. of Boston.

DINWIDDIE, Edna J., 1919 P., librarian of the Davenport Library at Bath, N. Y., appointed librarian of the Middletown Township Library with headquarters at Navesink, N. J.

HOWE, Harriet E., assistant professor, Simmons College School for Library Science, will have a Sabbatical year during 1923-24. Mary E. Hyde will return for the year to give instruction in cataloging.

JONES, Caroline L., 1913 P., formerly library supervisor, Veterans' Hospital No. 81, New York, has been made librarian of the public library at Wallingford, Conn.

LANE, Ruth, appointed librarian of the Vail Library of the Massachusetts Institute of Technology succeeding Edith F. Nickerson who is now with the Du Pont Experiment Station, Wilmington, Del.

LEE, Mildred, is librarian of the National Aniline and Chemical Co., New York, succeeding Grace Cartensen who now holds a research position with the Institute of American Business.

LITTLE, Leslie T., assistant librarian of the Massachusetts Social Law Library, has succeeded

Orlando C. Davis as librarian of the Waltham (Mass.) Public Library.

MCCOLLOUGH, Ruth D., 1913 N. Y. S., has resigned as head of the catalog department, Evansville (Ind.) Public Library, to accept a similar position in the Flint (Mich.) Public Library, April 1.

MALMAR, Ruth, assistant in the Boys' High School, Brooklyn, appointed librarian of the New York Training School for teachers, 220 West 120th Street, New York City.

NELSON, Charles Alexander, formerly librarian of Columbia University, who has added to his work at the Merchants' Association of New York City a compilation of the index to I. N. Phelps Stokes' five volume "Iconography of Manhattan Island," was knocked down by an automobile a few weeks ago and sustained a fracture of the fibula of the left leg, so that he is housed for an indefinite period.

SULLIVAN, Donna E., 1921 C. P., has resigned as children's librarian, Scripps Branch, Detroit, to become librarian of the new Berston Branch Library of the Flint (Mich.) Public Library, which was opened March 6.

TAFEL, Leonore D. 1914, N. Y. P. L. 1918, has made good recovery from the injuries she sustained last fall in an automobile accident, and is now doing research work in the Library of the Metropolitan Life Insurance Company, New York. She is also acting editor of *Special Libraries*, a post made vacant by the resignation of Adelaide R. Hasse in January.

As the result of non-assembled civil service examinations the following have been added to the Chicago Public Library staff: Louise Singley, recently librarian U. S. Public Health Service, Ft. Bayard, N. M. and Camp Kearney, Calif., Director of Training Class; Helen L. Butler, C. P. 1920, recently head of circulating department State Normal College, Ypsilanti, Mich., Mabel Watts, school librarian and teacher of English, Tower, Minn., Clara G. Sullivan, librarian, J. Sterling Morton High School, Berwyn, Ill., Leah TenCate and Jennie TenCate, school librarians; Elizabeth M. King, cataloger Cleveland Public Library and Florence M. Wilkie, 1916 N. Y. S., librarian of the School of Forestry Library, Yale University, catalogers. Nathan R. Levin, 1917-18 N. Y. S., who has been on the staff for 16 years is now assistant librarian. Adah F. Whitcomb, 1905-06 C. P., director of the training class, has been transferred to the newly established school department which she will organize and direct.



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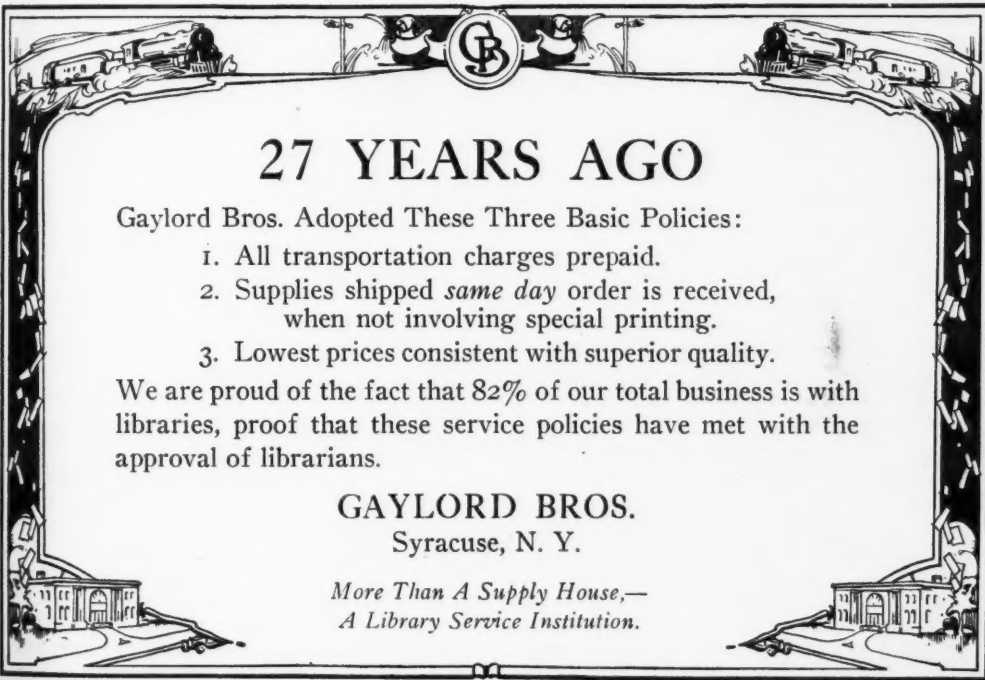
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CURRENT LITERATURE AND BIBLIOGRAPHY

"Library Laws of Ohio in force January 1, 1923," has been compiled by the Legislative Reference Division of the Ohio State Library under the direction of George A. Edge, chief of the division.

Another publication of the State Library is *Ohio Libraries*, which is to appear occasionally. Number 1, dated March, gives exhaustive statistics of Ohio Public Libraries grouped according to size and a prefatory note suggesting how the libraries of the State may use these comparative figures.

The Burton Historical Collection of the Detroit Public Library prepared for publication by the Michigan Society of Colonial Wars the Journal of Joseph Valpey, Jr., of Salem, November, 1813-April, 1815, with other papers relating to his experiences in Dartmoor prison.

The February number of *Special Libraries* which has come to hand contains a tribute from the S. L. A. to Miss Adelaide R. Hasse who resigned the editorship of that paper in January. "In the opinion of the [Executive] Board *Special Libraries* has shown continuous improvement during this period both in content, aim, and in physical appearance. . ." Leonore Tafel has been acting editor since Miss Hasse's resignation.

A register of the New York State Library School, January 5, 1887, December 31, 1921, forms New York State Library School Bulletin, 48. This Register continues a series which has appeared at irregular intervals and covers the entire period of thirty-five years from the opening of the school on January 5, 1887 to December 31, 1921. The compilation has been done by Hazel M. Leach (1919), Edna F. Leonard (1917), May Shepard (1921). The entries which are chronological for both the full course and for the summer school show 926 students enrolled in the former and 528 (427 in general courses and 121 in the teacher-librarian courses) in the latter.

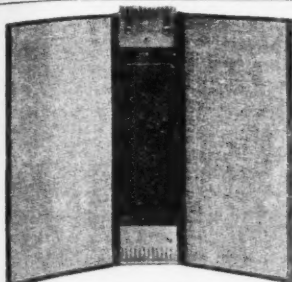
The series of contributions by Cecil Knight Jones, assistant professor of Spanish at George Washington University and classifier at the Library of Congress, which has appeared in *The Hispanic American Historical Review* (vol. 3, nos. 3-4; v. 4, nos. 1-4; 1920-1921) with a few additions and corrections and with critical notes on sources by José Toribio Medina have been published in book form by that journal (Baltimore, c. 1922, 200 p. O.) In the present tentative

list are included (1) bibliographies, (2) collective biographies, (3) histories of literature, and (4) some general and miscellaneous works. It is the compiler's intention to publish a second part, a more comprehensive and intensive discussion of the material listed and to attempt to express therein a critical evaluation of the most important titles.

A new series of bulletins issued by the general library of the university of Georgia is opened by a mimeographed selected bibliography of books and magazine articles on the Georgia state-wide high school debate for 1923. Part 1, a bibliography . . . bearing on the subject, "Resolved That boys and girls have a better chance of success in the country than in the city," is the work of Annie Carlton of the Library Staff; Part 2, "Urban versus Rural Life" compiled by Professor H. M. Heckman of the School of Commerce meets the special request of a number of principals, school and public librarians for more material on the negative side than is readily available in print.

A graded list of stories to tell or read aloud by Harriot E. Hassler and Carrie E. Scott just published by the American Library Association has grown out of the list issued by the Indianapolis Public Library Commission in 1908 and republished with enlargements and revisions in 1910 and 1915. In the present edition out of print books have been replaced with new titles, and prices of all books have been revised. No attempt has been made to compile a graded list of the world's best stories or one to include every book "which may be read aloud with pleasure and profit in school-rooms and by the fireside." The aim has been to give a list of fifteen books for each grade, which will be found enjoyable for both readers and listeners and will leave the children with some idea of the best juvenile literature. (Single copies 35c.; 10 or more copies 20c. each; 100 copies or more 15c. each.)

A "List of Subject Headings for Small Libraries," compiled from lists used in nine representative small libraries has been prepared by Minnie Earl Sears, formerly first assistant in the reference cataloging division of the New York Public Library, and published by the H. W. Wilson Company. The list was prepared as a result of a strong affirmative reply to a letter of inquiry sent to all library commissions and corresponding agencies asking whether there was a general demand for a list of this kind. As



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the proposed list was intended primarily for the use of small libraries, several small libraries known to be well cataloged were asked to furnish a list of the subject headings actually in use in their catalogs. The lists of subject headings submitted by nine libraries formed the basis of the work.

These libraries are: Public Library, Jacksonville, Ill.; Library Association, Lenox, Mass.; Public Library, Middleborough, Mass.; Carnegie Free Library, Ogden, Utah.; Free Public Library, Pottsville, Pa.; Osterhout Free Library, Wilkes-Barre, Pa.; Carnegie Public Library, Conneaut, Ohio.; City Free Library, Huntington, Indiana; Steele Memorial Library, Elmira, N. Y.

At the request of the State Superintendent of Public Instruction and of the Commissioner of Secondary Education, the California School Library Association has prepared a tentative list of books for high school libraries in California. Since a very complete junior high school list is now being printed by the State effort has been made to supplement rather than to duplicate titles in that list.

The lists published by other states, notably Oregon, Wisconsin and New York, and the counsel of other librarians and of experienced teachers, notably Martha Wilson of Springfield, Illinois, and Earl R. Glenn of the Lincoln School of Teachers College New York, has been freely used. The committee includes high school librarians in San Diego, Santa Monica, Pasadena, Redlands, Ontario, Oakland, Los Angeles and Long Beach, each librarian taking a responsibility for some section. Sections completed so far are History, Sociology, Bibliography, Science and Fiction. The list is now issued in a tentative mimeographed form so that it may have the criticism of actual use before appearing in print, and suggestions and criticisms are invited by the Chairman of the Committee, Marjorie Van Dusen of the Los Angeles High School.

LIBRARY OPPORTUNITIES

No charge is made for the insertion of notices in this department.

Answers should be addressed to the advertiser, not to the editor of the LIBRARY JOURNAL.

Those announcing positions open will save unnecessary correspondence by making a statement of their requirements regarding the education, sex, approximate age, health, etc., of candidates for these positions.

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Librarian with college training and seven years' expert experience in order work wants position in business library. R. O. 7.

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Library school graduate with ten years' experience in school and public library work desires position, preferably in the West. N. T. 7.

Smith college graduate with two years' experience in general library work wants a position preferably in Montana. References given. S. C. 7.

Library school and university graduate, with experience as a high school teacher and high school librarian, wishes a position as a high school librarian in the middle west. M. Z. H. 7.

Assistant with one year's experience in office and five years' in general library work desires position at once in West or Middle West. H. O. W. 7.

First assistant in a California county library desires temporary exchange of position with librarian in some large city, Atlantic or Middle States. Branch work preferred. L. M. 7.

Wanted, by a library school graduate with M.A. degree and four years' experience as librarian of a small college library, a position as reference librarian. West or Middle West preferred. M. D. 7.

Wanted, position as stenographer, order clerk, or assistant secretary in large public or university library in the east. Applicant is young woman with A.B. degree, in English, with three years' experience as librarian's private secretary and order clerk during college course, also other general office and library experience. Address B. M. E. 7.

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LIBRARY CALENDAR

April 4, 6, 10-11. Kansas District Library Meetings at Concordia, Lawrence, Herington, respectively. The fourth meeting, for the Southeastern District, possibly at Cherryvale, will be announced later.

April 12-13. At Columbus, Miss. Annual meeting of the Mississippi Library Association.

April 12-13. At Deland. Florida Library Association.

April 14. At Los Gatos. Second District meeting of the California Library Association.

April 21. At Jackson. Fifth District of the California Library Association.

June 4-6. At Yosemite. Annual meeting of the California Library Association. Cordial invitation is extended to all librarians to be present. Those who plan to attend will obtain rates, hotel accommodations, etc., from the Secretary, Court House, Sacramento, Calif.

September 3-8. At Silver Bay, Lake George. Annual meeting of the New York State Library Association.

April 24. At the Metropolitan Life Insurance Company's offices, 1 Madison Avenue. New York Special Libraries Association meeting under the auspices of the Sociological group. Speakers, Thomas Mott Osborne and Hastings H. Hart.